

## AGREEMENT- MEAL VOUCHERS

**Between:** The NATO/SHAPE Support Group (80ASG), located at Chievres (7950), Caserne Daumerie, Building 30, represented by Mr. Steven R. Young, Deputy to the Garrison Commander, thereafter referred to as “the employer”

**And:** The Elected Employee Representatives at the NATO/SHAPE Support Group (For the Socialist union: Mr. Dupont Dominique, Ms. Gevaert Martine; Mr. Masure Roland, Ms. Van Simaey Corinne, Ms. Cornez Mélanie. For the Liberal union: Mr. Bollaert Patrick, Mr. Clarembeau Jean-Luc, and Mr. Decabooter Frederic.)

### **THE FOLLOWING IS BEING AGREED ON:**

**Article 1:** The agreement is reached in the scope of article 19bis of the 28 November 1969 Royal Decree, applied in reference with the 27 June 1969 law, revising the 28 December 1944 Decree pertaining to Social Security, replaced by the 3 February 1998 Royal Decree (Belgian Moniteur dated 19 Feb 1998), modified by the Royal Decree dated 18 January 2003 (Belgian Moniteur of 6 March 2003).

It governs the conditions for the granting and the use of meal vouchers for both parties.

**Article 2:** The present agreement applies to all Host Nation (HN) employees employed by the US Forces in Belgium and administered by the Benelux Civilian Personnel Advisory Center.

**Article 3:** The number of meal vouchers granted to each employee is equal to the number of days during which he effectively performed his duties. In other words: if the employee does not come to work, he will not receive a meal voucher for that day.

#### **The employee is NOT eligible for a meal voucher (this list is not exhaustive):**

During legal and official holidays,  
During any full days of work incapacity (sick leave, work accident, maternity leave),  
During full days of annual leave,  
During full days of Reduction of Work time (RW) or of compensatory time off (CT),  
During full days of leave for special family events,  
During full days of duty exemption for blood donation outside the work place,  
During rest days in case of an “Interruption of Career”

#### **The employee is also eligible for a meal voucher (list is not exhaustive):**

When the employee is TDY or participates in training.  
When the employee participates in a blood collection organized on the work site and is exempted from duty for the rest of the workday.  
When the employee works on a legal or official holiday or on his normal rest day, provided he works at least 3 hours.  
In case of union leave.

**Article 4:** The meal vouchers are delivered at the employee’s name and are distributed to him on a monthly basis. The employee will sign an acknowledgement of receipt.

**Article 5:** The meal voucher is valid for three months and can only be used to purchase a meal or to buy food ready for consumption. These restrictions will be specifically mentioned on each meal voucher,

Article 6: The portion paid by the employer for each voucher amounts to 4.91 EUR.  
The portion paid by the employee amounts to 1,09 EUR, which will be deducted from his net salary.  
Consequently the value of each voucher is equal to 6 EUR.

The employer has the right to decrease the amount of his share or to increase the amount of the employee's share if the provisions for the exemption of social security taxation on meal vouchers are modified in the future. The employee expressly accepts such possibility of modification by the employer.

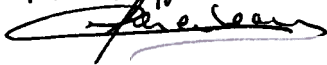

Article 7: The present agreement is made for an indefinite duration. It enters into effect on 1 January 2005. Each party can terminate it at any time with an advance notice period of 6 months, and a registered letter sent to the other party. The advance notice period starts on the day after the day the letter was sent. The postmark will be used as proof.

Notwithstanding the provisions of the above paragraph, the present agreement will legitimately end in case of modification of article 19 bis of the 28 November 1969 law as enforcement of the 27 June 1969 law, revising the 28 December 1944 law pertaining to social security for employees.

In this event, the parties will then renegotiate an agreement in line with the legal modifications.

Done at Chievres, on 1 February 2005, in as many originals as there are parties,

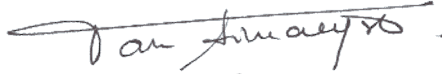


For the Liberal union,  
(Name + title)

"Read & approved"  
  
"Read & approved"  


For the employer,

  
Steven R. Young  
Deputy to the Garrison Commander

For the Socialist union  
(Name + title)

"Read & approved"  
  
Read & approved  
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